

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

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Subject: Information Necessary to Process FY 2001-2002 and FY 2002-2003 Base Pay Adjustments and Lump Sum Payments for the Delay in FY 2001-2002 and FY 2002-2003 Pay Adjustments for Employees Represented by the WSEU Bargaining Units

This information is provided to assist appointing authorities in determining FY 2001-2002 and FY 2002-2003 base pay adjustments and lump sum payments to employees in the Wisconsin State Employees Union (WSEU) bargaining units: Administrative Support (**AS; DP Unit Code 02**); Blue Collar and Non-Building Trades (**BC; DP Unit Code 03**); Security and Public Safety (**SPS; DP Unit Code 05**); Technical (**T; DP Unit Code 06**), Professional Social Services (**PSS; DP Unit Code 12**) and Law Enforcement (**LE; DP Unit Code 36**). These base pay adjustments and lump sum payments are granted in accordance with the wage provisions of the Agreement between the State and the WSEU bargaining units and are effective as follows. The pay adjustments in this bulletin are to be applied in order beginning with Section II. and concluding with Section VII.

SECTION I. MULTIPLE PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE, ORDER OF APPLICATION

Use the FY 2000-2001 transaction grid schedules and applicable grid seniority for transactions 1. through 8., if the multiple pay adjustments are effective May 18, 2003.

1. Completion of the first six months of an SPS original probationary period adjustment (does not apply after May 18, 2003)
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
9. **Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin**
10. Establishment of a raised minimum rate
11. Original appointment

SECTION II. FY 2001-2002

A. FY 2001-2002 GENERAL WAGE ADJUSTMENT

1. **Effective Date.** The General Wage Adjustment (GWA) is effective May 18, 2003.

2. Eligibility.

- a. **Eligible.** Except for employees in positions allocated to classifications listed in B., 2., a., below, the following employees are eligible for a General Wage Adjustment as set forth in 3., of this subsection:
 - i. All permanent employees (**employment types 01, 02 and 06**) in pay status on May 18, 2003, in a WSEU bargaining unit.
 - ii. All permanent employees (**employment types 01, 02 and 06**) who retired from any WSEU bargaining unit position(s) or who died while employed in the WSEU bargaining unit position(s) during the period from July 1, 2001, to May 18, 2003.
- b. **Ineligible.** Employees who previously have been considered for or received a FY 2001-2002 GWA provided under the Compensation Plan or another collective bargaining Agreement are ineligible for the GWA set forth in 3., below.

- 3. **Amount.** Each eligible employee in pay status on May 18, 2003, will receive a GWA equal to 1.0% of the employee's current base pay rate.

B. GRID IMPLEMENTATION (SPS, T)

- 1. **Effective Date.** Effective May 18, 2003, the appropriate grids in Attachment D (labeled "Effective for specific transactions on effective date") are implemented.
- 2. **Eligibility.** The following employees are eligible for an adjustment upon grid implementation as set forth in 3., below.
 - a. All permanent employees (**employment types 01, 02, and 06**) in positions allocated to the classifications listed below that are in pay status on May 18, 2003, or died or retired from the following classifications on or after July 1, 2001:
 - Classification**
 - Conservation Warden
 - Environmental Warden
 - Safety Specialist Warden
 - Special Investigative Warden
 - Aircraft Pilot
 - b. Employees who entered a position allocated to one of the classifications listed above from another position for which they were previously considered or received a FY 2001-2002 wage adjustment will be eligible to receive an adjustment under 2., if their base pay rate was reduced upon entering the position allocated to one of the classifications listed in a., above.
- 3. **Amount.** Each eligible employee shall be placed on the grid associated with the employee's classification according to the employee's full years state seniority as specified below:
 - a. For employees whose base pay rate is less than the grid end point for their respective classification, placement is based on full years of State Service Seniority indicated on the grid.
 - b. Employees whose pay rate is equal to or greater than the grid end point for their respective classification, will receive a General Wage Adjustment equal to 1.0% of their current base pay rate.

C. TRANSACTION GRID IMPLEMENTATION (AS, T)

Effective May 18, 2003, the Transaction Grids specified in Attachment A are implemented. There is no placement of employees on these grids as a result of this implementation.

SECTION III. FY 2002-2003**A. PAY RANGE REASSIGNMENTS (AS, PSS) (June 30, 2002)**

1. **Effective Date.** May 18, 2003, employees in positions allocated to the classifications listed in 3., below, will receive a pay adjustment based on the reassignment specified, using the appropriate Transaction Grid in Attachment A.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification in 3., below, in pay status on May 18, 2003, are eligible for a pay adjustment based on the range reassignments listed in 3., below:
3. **Eligible Classifications.**

<u>Classification</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Employment Security Assistant 1	02-08	02-09
Employment Security Assistant 2	02-09	02-10
Employment Security Assistant 3	02-10	02-11
Employment Security Assistant 4	02-11	02-12
Tourist Information Assistant 3	02-10	02-11
Unemployment Compensation Associate 1	02-11	02-12
Unemployment Compensation Associate 2	02-12	02-13
Unemployment Compensation Associate 3	*	02-14
Veterans Employment and Training Spec.	12-03	12-04

*original assignment of new classification

B. LUMP SUM PAYMENT (AS) (June 30, 2002)

1. **Effective Date.** May 18, 2003, employees in positions allocated to the classifications listed in 3., below, will receive a lump sum payment for the amount specified in 4., below.. This lump sum payment will be provided as soon as administratively feasible.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification in 3., below, in pay status on May 18, 2003, are eligible for the lump sum payment specified in 4., below.

NOTE: Employees who are on a leave of absence from a position allocated to one of the classifications listed in 3., below, and are in pay status in a project position on May 18, 2003, will be eligible to receive the lump sum payment provided in 4., below, based on their budgeted FTE for the position from which they are on leave. The payment will be made as soon as administratively feasible after May 18, 2003.

3. Eligible Classifications.

Employment Security Assistant 1
 Employment Security Assistant 2
 Employment Security Assistant 3
 Employment Security Assistant 4
 Unemployment Compensation Associate 1
 Unemployment Compensation Associate 2
 Unemployment Compensation Associate 3

4. Amount.

- a. Eligible full-time employees (budgeted at 1.0 full-time equivalent) will receive a lump sum payment of two thousand dollars (\$2,000.00).
- b. Eligible part-time employees (budgeted at less than 1.0 full-time equivalent) will receive a lump sum payment of one thousand five hundred dollars (\$1,500.00).

C. PERSONNEL MANAGEMENT SURVEY IMPLEMENTATION (T) (June 30, 2002)

The Communication Technician Survey will be implemented effective May 18, 2003. Please refer to the appropriate MRS/SC bulletin for the specific details as to the new classifications, ranges, etc.

D. FY 2002-2003 GENERAL WAGE ADJUSTMENT (June 30, 2002)

1. Effective Date. The GWA is effective May 18, 2003.

2. Eligibility.

- a. **Eligible.** Except for employees listed in F., below, the following employees are eligible for a GWA as set forth in 3., of this subsection:
 - i. All permanent employees (**employment types 01, 02 and 06**) in pay status on May 18, 2003.
 - ii. All permanent employees (**employment types 01, 02 and 06**) who retired from any WSEU bargaining unit position(s) or who died while employed in the WSEU bargaining unit position(s) during the period from June 30, 2002, to May 18, 2003.
- b. **Ineligible.** Employees who previously have been considered for or received a FY 2002-2003 2.0% wage adjustment provided under the Compensation Plan or another collective bargaining Agreement.

3. Amount. Each eligible employee in pay status on May 18, 2003, will receive a GWA equal to 2.0% of the employee's current base pay rate.

E. MARKET STRATIFICATION (LE) (June 30, 2002)

1. Effective Date. Effective May 18, 2003, the market stratification in 3., below, is implemented.

2. Eligibility. Employees in pay status on May 18, 2003, who are in a position having a classification assigned to pay range 36-40 or 36-41 are eligible for the market stratification.

3. Amount. Eligible employees receive a stratification adjustment as follows:

<u>Full Years of State Service Seniority as of June 30, 2002</u>	<u>Per Hour Increase</u>
Zero through 4 years	\$0.300
5 through 9 years	\$0.350
10 through 14 years	\$0.400
15 through 19 years	\$0.450
20 through 24 years	\$0.500
25 years or more	\$0.600

F. GRID IMPLEMENTATION (SPS, T) (June 30, 2002)

1. **Effective Date.** Effective May 18, 2003, the applicable grids in Attachment D will be implemented for employees in the classifications listed in 2., below.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to the classifications listed below, that are in pay status on May 18, 2003, or employees who died or retired from these classifications between June 30, 2002 and the effective date of the Agreement..

Classification

Conservation Warden
 Environmental Warden
 Safety Specialist Warden
 Special Investigative Warden
 Aircraft Pilot

3. **Amount.** Each eligible employee in a position allocated to one of the classifications shall be placed on the grid associated with their classification according to their full years state service, seniority as specified below:
 - a. For employees whose base pay rate is less than the grid end point for their respective classification, placement is based on full years of state service seniority as of June 30, 2002.
 - b. Employees whose pay rate is equal to or greater than the grid end point for their respective classification, will receive a General Wage Adjustment equal to 2.0% of their current base pay rate.

G. TRANSACTION GRID IMPLEMENTATION (June 30, 2002)

Effective May 18, 2003, the applicable Transaction Grids specified in Attachment B are implemented. There is no placement of employees on these grids as a result of this implementation.

H. PERSONNEL MANAGEMENT SURVEY IMPLEMENTATION (AS, BC) (December 29, 2002)

The Blue Collar Survey and Phase I of the ASU Survey will be implemented effective May 18, 2003. Please refer to the appropriate MRS/SC bulletin for the specific details as to the new classifications, ranges, etc.

I. PAY PROGRESSION IMPLEMENTATION (SPS) (December 29, 2002)

Effective May 18, 2003, the pay progression system described in Negotiating Note #61 will be implemented. The following classification title changes and pay range assignments will result from the implementation:

<u>Old Classification Title</u>	<u>Pay Range</u>	<u>New Title</u>	<u>Pay Range</u>
Correctional Officer (A)	PR 05-30	Correctional Officer	PR 05-31
Correctional Officer (B)	PR 05-31	Correctional Officer	PR 05-31
Correctional Sergeant	PR 05-32	Correctional Sergeant	PR 05-32
Officer (A)	PR 05-30	Correctional Officer	PR 05-31
Officer (B)	PR 05-31	Correctional Officer	PR 05-31
Officer – Lead	PR 05-32	Correctional Sergeant	PR 05-32
Psychiatric Care Tech. 1	PR 05-10	Psychiatric Care Tech.	PR 05-31
Psychiatric Care Tech. 2	PR 05-12	Psychiatric Care Tech.	PR 05-31

Youth Counselor (A)	PR 05-30	Youth Counselor	PR 05-31
Youth Counselor (B)	PR 05-31	Youth Counselor	PR 05-31
Youth Counselor – Adv	PR 05-32	Youth Counselor – Adv	PR 05-32

Those affected employees whose state service seniority is less than three full years as of June 30, 2002, will receive grid placement (or current rate if greater) on the applicable grid in Attachment B (effective December 29, 2002). Those affected whose state service seniority is three years or more as of June 30, 2002, will instead receive the market adjustment provided in K., below.

NOTE: This wage adjustment language in this bulletin varies slightly from the contract language, which refers to Appendix 5 for the determination of the adjustment for employees whose state service seniority is less than 3 full years. However, the intent of the Agreement was that all employees in these classifications receive an adjustment, either grid placement or market adjustment, even if their classification did not have a title or pay range change.

J. MARKET ADJUSTMENTS (SPS) (December 29, 2002)

1. **Effective Date.** May 18, 2003, following implementation of Negotiating Note #61, employees in positions allocated to the classifications listed in I., above, will receive a pay adjustment based on the amounts specified in 3., below.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification in I., above, in pay status on May 18, 2003, with three (3) full years of state service seniority as of June 30, 2002, are eligible for a pay adjustment based on the amounts listed in 3., below:
3. **Amount.** All eligible employees in pay status on May 18, 2003, are eligible for a base pay adjustment of forty-eight cents (\$0.480) per hour.

K. PAY RANGE REASSIGNMENTS (AS, BC, SPS, LE) (December 29, 2002)

1. **Effective Date.** Except as noted in 3., below, employees in positions allocated to the classifications listed in 3., below, will receive a pay adjustment effective May 18, 2003, based on the pay range reassignment specified in 3. below, using the appropriate Transaction Grid in Attachment B.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification in 3., below, in pay status on May 18, 2003, are eligible for a pay adjustment based on the range reassignments listed in 3., below.
3. **Amount.** Except for employees in positions allocated to the Detention Facility Specialist classification, eligible employees receive a regrade based on the pay provisions of Appendix 5. **Eligible employees in positions allocated to Detention Facility Specialist will instead receive a regrade wage adjustment equal to 10% of the employee’s current base pay rate.**

Classification	Old Pay Range	New Pay Range
Bindery Worker	*	03-07
Cemetery Caretaker	*	03-08
Coding Technician	02-11	02-12
Coding Technician-Senior	02-12	02-13
Coding Technician-Advanced	02-13	02-14
Cook 1	03-07	03-08
Cook 2	03-08	03-09

Corrections Communication Operator	*	02-11
Dean Assistant	*	02-11
Detention Facilities Specialist	05-15	05-16
Legal Assistant-Entry	02-11	02-12
Legal Assistant-Obj.	02-12	02-13
Legal Secretary-Obj.	02-10	02-11
Legal Secretary-Adv.	02-11	02-12
Life Saving Station Operator	05-09	05-11
Locksmith-Entry	03-09	03-10
Locksmith-Journey	03-10	03-11
Medical Program Assistant	*	02-09
Medical Program Assistant-Associate	*	02-10
Medical Program Assistant-Senior	*	02-11
Medical Staff Assistant	*	02-12
Military Affairs Security Guard-Entry	*	05-08
Military Affairs Security Guard-Objective	*	05-09
Military Affairs Security Guard-Senior	*	05-10
Military Funeral Honors Team Member	05-09	05-10
Offset Press Operator	*	03-09
Offset Press Operator-Lead	*	03-10
Power Plant Assistant	03-07	03-09
Power Plant Operator	03-11	03-13
Power Plant Operator-Senior	03-12	03-14
Power Plant Operator-In Charge	03-13	03-15
Seamstress/Seamer 1	03-05	03-06
Seamstress/Seamer 2	03-06	03-07
Security Officer 1	05-06	05-07
Security Officer 2	05-07	05-08
Security Officer 3	05-08	05-09
Security Officer 4	05-09	05-10
Tool Crib Coordinator	03-08	03-09
Transp. Customer Rep. 4 – Field Examiner	36-12	36-13
Upholsterer	03-09	03-10
Utility Plant Operator	03-12	03-14

*original assignment of new classification

L. POWER PLANT ADD-ON (BC) (December 29, 2002)

Effective May 18, 2003, the following changes are made to the Power Plant Add-on provided to certain employees in positions allocated to Power Plant Assistant, Power Plant Operator, Power Plant Operator-Senior and Power Plant Operator-In Charge per Negotiating Note #60:

<u>Location</u>	<u>Old Add-on</u>	<u>New Add-on</u>
UW-Madison Charter Street	\$3.00 per hour	\$2.00 per hour
UW-Milwaukee	\$3.00 per hour	\$2.00 per hour
DOA Capitol Heat & Power	\$2.00 per hour	\$1.00 per hour

See Negotiating Note #60 for details regarding eligibility and administration.

M. GRID IMPLEMENTATION (LE) (December 29, 2002)

Effective May 18, 2003, the appropriate grid in Attachment B is implemented for Police Communication Operator, reassigning the classification from pay range 36-12 to 36-42. Placement of employees in positions allocated to Police Communication Operator will be based on full years of state service seniority as of June 30, 2002.

N. MARKET ADJUSTMENTS (SPS) (December 29, 2002)

1. **Effective Date.** May 18, 2003, employees in positions allocated to one of the classifications listed in 3., below, will receive a base pay adjustment based on the amounts specified in 4., below.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification listed in 3., below, in pay status on May 18, 2003, whose base pay rate in the classification listed in 3., below, immediately preceding implementation of the 2001-2003 Agreement was equal to or greater than the associated threshold listed in 3., below, are eligible for a pay adjustment based on the amounts listed in 4., below:
3. **Eligible Classifications and Associated Threshold.**

<u>Classification</u>	<u>Pay Rate</u>
Conservation Warden	\$21.427
Environmental Warden	\$23.432
Safety Specialist Warden	\$23.432
Special Investigative Warden	\$23.432

4. **Amount.** All eligible employees in positions allocated to a classification in 3., above, in pay status on May 18, 2003, are eligible for a base pay adjustment equal to one and one-half percent (1.5%) of their current rates of pay.

O. DIFFERENTIAL/ADD-ON IMPLEMENTATION (SPS, T) (December 29, 2002)

Effective May 18, 2003, the following differentials/add-ons are implemented:

1. A \$0.90 per hour differential will be provided for Department of Military Affairs Fire Crash Rescue Specialist relief lead work in accordance with 12/7/4 of the Agreement;
2. Changes to the add-ons in Negotiating Note #65, including the addition of a \$0.30 per hour add-on for Fire Crash Rescue EMT duties; and
3. A \$1.00 per hour add-on for Licensed Practical Nurses and Nursing Assistants designated to work in a mentoring capacity in accordance with 12/7/5 of the Agreement.

P. MARKET ADJUSTMENTS (SPS) (December 29, 2002)

1. **Effective Date.** May 18, 2003, employees in positions allocated to the classifications listed in 3., below, will receive a pay adjustment based on the amounts specified in 4., below.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification in 3., below, in pay status on May 18, 2003, are eligible for a pay adjustment based on the amounts listed in 4., below:

3. Eligible Classifications.

Classification

Fire/Crash Rescue Specialist 1
 Fire/Crash Rescue Specialist 2
 Fire/Crash Rescue Specialist 3

4. **Amount.** All eligible employees in positions allocated to a classification below, in pay status on May 18, 2003, will receive a pay adjustment of fifty cents (\$0.500) per hour.

Q. PERSONNEL MANAGEMENT SURVEY IMPLEMENTATION (T) (March 9, 2003)

The Electronic Technician Survey and the Media Technician Survey will be implemented effective March 9, 2002. Please refer to the appropriate MRS/SC bulletin for the specific details as to the new classifications, ranges, etc.

R. PAY RANGE REASSIGNMENTS (T, PSS, LE) (March 9, 2003)

1. **Effective Date.** May 18, 2003, employees in positions allocated to a classification listed in 3., below, will receive a pay adjustment based on the reassignment specified, using the appropriate Transaction Grid in Attachment B.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification in 3., below, in pay status on May 18, 2003, are eligible for a pay adjustment based on the range reassignments listed in 3., below:

3. Eligible Classifications.

<u>Classification</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Chemical Test Coordinator 1	36-12	06-14
Chemical Test Coordinator 2	36-13	06-15
Client Services Spec.-Sr.	12-06	12-07
Community Integration Spec.	12-06	12-07
Computer Printing Technician-Lead	*	06-11
Crisis Intervention Worker	12-06	12-07
Dental Hygienist	06-16	06-17
Diagnostic Radiologic Tech-Entry	*	06-14
Diagnostic Radiologic Tech-Obj	*	06-15
Diagnostic Radiologic Tech-Adv	*	06-16
Disability Claims Reviewer	12-07	12-08
Disability Claims Spec.	12-08	12-09
Disability Determ. Spec.-Entry	12-05	12-06
Disability Determ. Spec-Obj.	12-06	12-07
Electroencephalograph Technician 1	06-10	06-13
Electroencephalograph Technician 2	06-11	06-13
Experiential Recreation Spec.-Entry	12-02	12-03
Experiential Recreation Spec.-Obj.	12-03	12-04
Forensic Program Technician	*	06-09
Forensic Program Technician-Senior	*	06-10
Lab Sample Control & Recvg Tech-Entry	06-08	06-09
Lab Sample Control & Recvg Tech-Obj	06-09	06-10
Laboratory Animal Technician 1	06-06	06-07

Laboratory Animal Technician 2	06-07	06-08
Laboratory Animal Technician 3	06-09	06-10
Licensed Practical Nurse 1	06-11	06-13
Licensed Practical Nurse 2	06-12	06-13
Licensing/Certification Spec.	12-06	12-07
Medical Assistant 1	06-08	06-09
Medical Assistant 2	06-09	06-10
Medical Laboratory Technician-Entry	06-09	06-10
Medical Laboratory Technician-Obj	06-10	06-11
Mortician	06-11	06-12
Occupational Therapy Assistant-Entry	06-10	06-11
Occupational Therapy Assistant-Obj	06-12	06-13
Ocular Photography Technician	06-08	06-09
Pharmacy Technician-Entry	06-07	06-09
Pharmacy Technician-Objective	06-08	06-10
Phlebotomist-Entry	06-09	06-11
Phlebotomist-Objective	06-10	06-11
Physical Therapy Assistant-Entry	06-10	06-11
Physical Therapy Assistant-Obj	06-12	06-13
Psychological Svcs. Assoc.-Entry	12-03	12-04
Psychological Svcs. Assoc.-Obj.	12-05	12-06
Recreation Leader-Entry	12-02	12-03
Recreation Leader-Obj.	12-03	12-04
Rehabilitation Case Mgr.-Obj.	12-04	12-05
Rehabilitation Case Mgr.-Sr.	12-05	12-06
Respiratory Therapist 1	06-12	06-13
Respiratory Therapist 2	06-13	06-14
Respiratory Therapist 3	06-14	06-15
Respiratory Therapist 4	06-15	06-16
Respiratory Therapist 5	06-16	06-17
Ultrasound Technician	06-16	06-18
Veterinary Technician 1	06-10	06-11
Veterinary Technician 2	06-11	06-12
Veterinary Technician 3	06-12	06-13
Victim Svcs. Spec. 1	12-04	12-05
Vocational Rehab. Counselor	12-05	12-07
Vocational Rehab. Counselor-Sr.	12-07	12-08
Voc. Rehab. Counselor In-training	12-04	12-06
Volunteer Coordinator	12-03	12-04

*original assignment of new classification

S. CLASSIFICATION IMPLEMENTATION AND REALLOCATIONS (PSS) (March 9, 2003)

1. Effective May 18, 2003, various new classifications will be implemented in accordance with Negotiating Notes 15, 34, 62, 66, 67, 68, and 69. Pay for these transactions will be in accordance with the appropriate Negotiating Note.
2. Effective May 18, 2003, the following reallocations will be implemented. All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification listed below, in pay status on May 18, 2003, are eligible for a pay adjustment based on the reallocations listed.

Old Classification Title	Old Pay Range	New Classification Title	New Pay Range
Job Service Analyst 1	12-04	Employment & Training Analyst 1	12-07
Job Service Analyst 2	12-05	Employment & Training Analyst 2	12-07
Job Service Analyst 3	12-06	Employment & Training Analyst 3	12-07
Job Service Analyst 4	12-07	Employment & Training Analyst 4	12-08

T. PAY RANGE REASSIGNMENTS (BC) (April 6, 2003)

1. **Effective Date.** May 18, 2003, employees in positions allocated to a classification listed in 3., below, will receive a pay adjustment based on the reassignment specified, using the appropriate Transaction Grid in Attachment B.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification in 3., below, in pay status on April 6, 2003, are eligible for a pay adjustment based on the range reassignments listed in 3., below:
3. **Eligible Classifications.**

<u>Classification</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Automotive Equipment Technician-Entry	03-05	03-06

U. FY 2002-2003 GENERAL WAGE ADJUSTMENT (AS, BC, SPS, T, LE) (April 6, 2003)

1. **Effective Date.** The GWA is effective May 18, 2003.
2. **Eligibility.** The following employees are eligible for a GWA as set forth in 4., of this subsection:
 - a. All permanent employees (**employment types 01, 02 and 06**) in pay status on May 18, 2003.
 - c. All permanent employees (**employment types 01, 02 and 06**) who retired from any WSEU bargaining unit position(s) or who died while employed in the WSEU bargaining unit position(s) during the period from June 30, 2002, to May 18, 2003.
3. **Ineligible.** Employees who began serving an original appointment after April 6, 2003, and whose adjusted continuous service date is after April 6, 2003, will not be eligible for this adjustment.
4. **Amount.** Each eligible employee in pay status on May 18, 2003, will receive a GWA equal to 2.5% of the employee's current base pay rate.

V. GRID IMPLEMENTATION (AS, BC, SPS, T, LE) (April 6, 2003)

Effective May 18, 2003, the applicable grids in Attachments C and D are implemented.

W. PROGRAM ASSISTANT MARKET STRATIFICATION (AS) (April 6, 2003)

1. **Effective Date.** Effective May 18, 2003, the market stratification in 3., below, is implemented.
2. **Eligibility.** Employees in pay status on May 18, 2003, who are in one of the classifications below, are eligible for the market stratification.

3. Eligible Classifications.**Classification**

Program Assistant 1
 Program Assistant 2
 Program Assistant 3
 Program Assistant 4

4. Amount. Eligible employees receive a stratification increase as follows:

<u>Full Years of State Service Seniority as of April 6, 2003</u>	<u>Hourly Increase Amount</u>
10 through 14 years	\$0.100
15 through 19 years	\$0.200
20 through 24 years	\$0.250
25 through 29 years	\$0.300
30 through 34 years	\$0.350
35 through 39 years	\$0.400
40 through 44 years	\$0.450
45 or more years	\$0.500

X. Market Stratification

- Effective Date.** Effective May 18, 2003, the market stratification provided in 3., below, will be provided to employees in pay status on that date whose positions are allocated to the classifications listed in 2., below.
- Eligible Classifications.**

<u>Classification Title</u>	<u>Class Code</u>
Chief Reg. Psychologist	52360
Chief Reg. Psychologist-Doctorate	52370
Correctional Prog. Spec.-Obj.	51572
Offender Class Spec.-Entry	51601
Offender Class Spec.-Obj.	51602
Probation & Parole Agent (A)	51701
Probation & Parole Agent (B)	51702
Probation & Parole Agent (C)	51703
Psychologist	52161
Psychologist-Doctorate	52171
Psychologist-Sr.	52162
Psychologist-Sr.-Doctorate	52172
School Psychologist	52461
School Psychologist-Doctorate	52471
School Psychologist-Sr.	52462
School Psychologist-Sr.-Doctorate	52472
Social Services Spec. 1	51871
Social Services Spec. 2	51872
Social Worker	50862
Social Worker-Adv.	50864
Social Worker-Sr.	50863
Social Worker-Corrections (A)	51801

Social Worker-Corrections (B)	51802
Social Worker-Corrections (C)	51803
Treatment Spec. 1	50201
Treatment Spec. 2	50202

3. Amount.

<u>Full Years of Seniority as of June 30, 2002</u>	<u>Base Pay Per Hour Increase</u>
5 thru 9 years	\$0.130
10 thru 14 years	\$0.230
15 thru 19 years	\$0.330
20 or more years	\$0.430

Y. FY 2002-2003 GENERAL WAGE ADJUSTMENT (PSS) (April 6, 2003)

1. **Effective Date.** The GWA is effective May 18, 2003.
2. **Eligibility.** Except for employees listed in F., below, the following employees are eligible for a GWA as set forth in 3., of this Section:
 - a. All permanent employees (**employment types 01, 02 and 06**) in pay status on May 18, 2003.
 - b. All permanent employees (**employment types 01, 02 and 06**) who retired from any WSEU bargaining unit position(s) or who died while employed in the WSEU bargaining unit position(s) during the period from June 30, 2002, to May 18, 2003.
3. **Amount.** Each eligible employee in pay status on May 18, 2003, will receive a GWA equal to 2.5% of the employee's current base pay rate.

Z. GRID IMPLEMENTATION (PSS) (April 6, 2003)

Effective May 18, 2003, the applicable grid in Attachments C is implemented.

SECTION IV. FY 2002-2003

JUNE 1, 2003 PAY RANGE REASSIGNMENTS (BC)

1. **Effective Date.** June 1, 2003, employees in positions allocated to a one of classification listed in 3., below, receive a pay adjustment based on the pay range reassignment specified, using the appropriate Transaction Grid in Attachment C.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification listed in 3., below, in pay status on June 1, 2003, are eligible for a pay adjustment based on the range reassignments listed in 3., below:
3. **Eligible Classifications.**

<u>Classification</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Auto Equipment Technician-Entry	03-06	03-07
Custodian	03-06	03-07
Farm Laborer	03-06	03-07
Food Service Assistant 1	03-06	03-07
Laboratory Helper	03-06	03-07

Laundry Worker	03-06	03-07
Motor Vehicle Operator-Light	03-06	03-07
Seamstress/Seamer 1	03-06	03-07
Shipping and Mailing Clerk 1	03-06	03-07
Stock Clerk	03-06	03-07

SECTION V. FY 2002-2003 (June 15, 2003)

JUNE 15, 2003 PAY RANGE REASSIGNMENTS (T)

- 1. Effective Date.** June 15, 2003, employees in positions allocated to a classification listed in 3., below, will receive a pay adjustment based on the pay range reassignment specified, using the appropriate Transaction Grid in Attachment C.
- 2. Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in positions allocated to a classification listed in 3., below, in pay status on June 15, 2003, are eligible for a pay adjustment based on the range reassignments listed in 3., below:
- 3. Eligible Classifications.**

<u>Classification</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Plumbing Consultant 1	06-15	06-17
Plumbing Consultant 2	06-16	06-17
Plumbing Plan Reviewer 1	06-15	06-17
Plumbing Plan Reviewer 2	06-16	06-17
Private Sewage Plan Reviewer 1	06-15	06-17
Private Sewage Plan Reviewer 2	06-16	06-17

SECTION VI. LUMP SUM PAYMENT RELATING TO THE DELAY IN EFFECTIVE DATE OF FY 2001-2002 AND FY 2002-2003 WAGE ADJUSTMENTS

- 1. Eligibility.** The employees specified under a. through d., below, shall be eligible for a lump sum payment relating to the delay in the effective date of the FY 2001-2002 and FY 2002-2003 wage adjustments:
 - Employees in pay status on the effective date of the Agreement in a position in a WSEU bargaining unit.
 - Former employees of the bargaining unit(s) who retired from a WSEU position between July 1, 2001, and May 18, 2003.
 - Former employees of the bargaining unit(s) who died while serving in a WSEU unit position between July 1, 2001, and the effective date of the Agreement.
 - Employees in the bargaining unit(s) who began a leave of absence or were laid off after July 1, 2001, and before the effective date of the Agreement. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of the FY 2001-2003 WSEU Agreement.
- 2. Amount.**
 - A lump sum payment shall be equal to the amount the employee received as base pay adjustment(s) under Section II., A. and B., multiplied by the number of hours in pay status in an eligible position(s) between July 1, 2001, and May 18, 2003.

- b. A lump sum payment shall be equal to the amount the employee received (or would have received in the case of a lay-off) as base pay adjustment under Section III., A. through G., multiplied by the number of hours in pay status in an eligible position(s) between June 30, 2002, and May 18, 2003.
 - c. The lump sum payment shall be equal to the amount the employee received as base pay adjustment under Section III., H. through K. and M. through P. above, multiplied by the number of hours in pay status in an eligible position(s) between December 29, 2002, and May 18, 2003.
 - d. The lump sum payment shall be equal to the amount the employee received as base pay adjustment under Section III., Q. through S., multiplied by the number of hours in pay status in an eligible position(s) between March 9, 2003, and May 18, 2003.
 - e. The lump sum payment shall be equal to the amount the employee received as base pay adjustment under Section III., T. through Z., multiplied by the number of hours in pay status in an eligible position(s) between April 6, 2003, and May 18, 2003.
3. **Eligible Hours** - Hours in pay status include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits used during each period described in 1., above.
4. **Ineligible Hours** :
- a. Hours in pay status as an LTE employee (**employment types 10 and 23**).
 - b. Hours in pay status as a represented employee in any bargaining unit other than a WSEU unit.
 - c. Hours in pay status as a non-represented employee.
 - d. Work hours for which holiday or compensatory time off credits were earned but not used.
 - e. Any leave without pay hours.
5. All lump sum payments shall also reflect an increase in the premium rate portion of overtime wages for hours in pay status used to determine the lump sum payment.

NOTE: These payments are not the equivalent of a retroactive wage payment and intervening pay and benefit adjustments will not be recomputed.

SECTION VII. REINSTATEMENT OR RESTORATION AFTER MAY 18, 2003.

Base Pay Adjustments. Pay upon the reinstatement or restoration of an employee to a WSEU position must be determined in accordance with the applicable provisions of Appendix 5 (Personnel Transaction Pay Adjustments) of the FY 2001-2003 WSEU Agreement.

SECTION VIII. PROVISIONS FOR DETERMINING PAY UPON PERSONNEL TRANSACTIONS

All personnel transaction pay adjustments for employees of all of the bargaining units covered by the WSEU Collective Bargaining Agreement will be determined in accordance with the provisions set forth in Appendix 5 of the FY 2001-2003 WSEU Agreement. **Pay upon pay range reassignment and reallocation in this bulletin is determined according to Appendix 5, unless otherwise specified.** Personnel transactions pay adjustments for project employees (**employment type 05**) shall be determined in accordance with Section E of the 2001-2003 Compensation Plan.

SECTION IX PROJECT EMPLOYEE ADJUSTMENT TO THE MINIMUM

Any project employee (**employment type 05**) in a position assigned to a classification in a WSEU bargaining unit, whose base pay falls below the new minimum of the applicable pay range, will have his or her base pay rate increased to the new minimum.

SECTION X. TRAINEE INCREASES

Except for trainees being paid at or above the minimum of the applicable pay range (due to prior permanent state service), trainees will receive wage adjustments under the Agreement only as allowed in accordance with the provisions of Section E, 1.04 of the 2001-2003 Compensation Plan. Trainees below the minimum will not be eligible for any lump sum payments for delay in effective dates for any adjustment they may receive. Trainees above the minimum will receive only the GWAs, and the lump sum payments associated with them.

SECTION XI. REFERRAL OF QUESTIONS**Employee Questions:**

Individual employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their Agency Human Resources or Payroll Office directly.

Employer Questions :

Employer questions regarding the **pay adjustments and lump sum payments** contained in this bulletin should be referred to the Division of Compensation and Labor Relations: Paul Ostrowski at (608) 267-0343; e-mail Paul.Ostrowski@der.state.wi.us; fax at (608) 267-1020.

Employer questions regarding **other provisions of the WSEU Agreement** should be referred to Mark Wild at (608) 266-9564; e-mail Mark.Wild@der.state.wi.us; fax at (608) 267-1020; or Durell Vieau at (608) 267-5169; e-mail at Durell.Vieau@der.state.wi.us; fax at (608) 267-1020

Employer questions regarding payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

<u>DOA Central Payroll</u>	Shelley Schwartz	(608) 264-9571
<u>UW-Processing Center-Enrollment and Membership</u>		(608) 262-5031

James A. Pankratz, Administrator
Division of Compensation and Labor Relations

PLO

Attachments: **Attachment A – Appendix 1 of the 2001-03 WSEU Agreement**
Attachment B – Appendix 2 of the 2001-03 WSEU Agreement
Attachment C – Appendix 3 of the 2001-03 WSEU Agreement
Attachment D – Appendix 4 of the 2001-03 WSEU Agreement

Appendix 1

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT SENIORITY - BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

Grid Point		6	7	8	9	10	11	12	13	14	15
Minimum	0	8.659	9.387	10.131	10.958	11.852	12.824	13.878	15.015	16.246	17.578
	1	8.952	9.434	10.181	11.013	11.911	12.888	13.947	15.090	16.327	17.665
	2	9.073	9.757	10.506	11.327	12.216	13.165	14.194	15.299	16.536	17.874
	3	9.194	9.881	10.634	11.459	12.353	13.305	14.338	15.447	16.685	18.023
	4	9.314	10.006	10.762	11.591	12.488	13.446	14.483	15.597	16.833	18.171
	5	9.435	10.129	10.890	11.724	12.624	13.586	14.627	15.745	16.982	18.320
	6	9.556	10.253	11.019	11.856	12.761	13.726	14.772	15.894	17.130	18.468
	7	9.677	10.377	11.147	11.988	12.897	13.867	14.916	16.042	17.279	18.617
	8	9.798	10.501	11.275	12.120	13.034	14.007	15.061	16.191	17.427	18.765
	9	9.919	10.626	11.403	12.253	13.170	14.148	15.205	16.339	17.576	18.914
	10	10.040	10.750	11.531	12.384	13.306	14.288	15.349	16.488	17.724	19.062
* Years	11	10.160	10.874	11.659	12.516	13.443	14.428	15.494	16.636	17.872	19.211
	12	10.281	10.997	11.787	12.649	13.579	14.569	15.638	16.785	18.021	19.359
	13	10.402	11.122	11.915	12.781	13.715	14.709	15.783	16.933	18.169	19.508
	14	10.523	11.246	12.044	12.913	13.852	14.850	15.927	17.082	18.318	19.657
	15	10.644	11.370	12.172	13.046	13.988	14.990	16.072	17.230	18.466	19.806
	16	10.765	11.494	12.300	13.178	14.124	15.130	16.216	17.379	18.615	19.954
	17	10.885	11.619	12.429	13.310	14.261	15.271	16.360	17.527	18.763	20.103
	18	11.006	11.743	12.556	13.443	14.397	15.411	16.505	17.675	18.913	20.251
	19	11.127	11.866	12.684	13.575	14.533	15.551	16.649	17.824	19.061	20.399
	20	11.248	11.990	12.812	13.707	14.669	15.692	16.794	17.972	19.210	20.548
	21		12.114	12.941	13.839	14.805	15.832	16.938	18.121	19.358	20.696
Grid Endpoint	22		12.239	13.069	13.971	14.941	15.973	17.083	18.269	19.507	20.845

* Full years of seniority as of June 30, 2001

Appendix 1

PAY SCHEDULE 06: TECHNICAL SENIORITY-BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

Grid Point		5	6	7	8	9	10	11	12	13	14	15	16	17	18
Minimum	0	8.727	9.078	9.462	9.957	10.156	10.986	11.887	12.863	13.918	15.062	16.300	17.641	19.093	20.665
	1	8.770	9.123	9.509	10.007	10.207	11.041	11.946	12.927	13.987	15.137	16.381	17.729	19.188	20.768
	2	9.098	9.463	9.863	10.380	10.587	11.452	12.391	13.409	14.508	15.702	16.991	18.390	19.862	21.451
	3	9.279	9.653	10.062	10.588	10.800	11.682	12.639	13.678	14.798	16.016	17.332	18.759	20.260	21.881
	4	9.489	9.928	10.330	10.858	11.133	12.015	12.996	14.066	15.223	16.482	17.844	19.323	20.869	22.539
	5	9.634	10.072	10.473	11.014	11.293	12.180	13.176	14.266	15.446	16.727	18.118	19.624	21.194	22.890
	6	9.777	10.217	10.619	11.167	11.453	12.346	13.355	14.466	15.666	16.970	18.390	19.924	21.518	23.240
	7	9.923	10.360	10.763	11.323	11.613	12.512	13.537	14.664	15.887	17.216	18.662	20.226	21.845	23.593
	8	10.067	10.504	10.907	11.477	11.775	12.676	13.716	14.865	16.109	17.460	18.933	20.527	22.170	23.944
	9	10.212	10.649	11.051	11.634	11.935	12.842	13.896	15.064	16.330	17.705	19.205	20.827	22.494	24.294
	10	10.355	10.793	11.195	11.788	12.095	13.006	14.076	15.264	16.549	17.949	19.476	21.129	22.820	24.646
* Years	11	10.499	10.938	11.340	11.943	12.255	13.172	14.256	15.463	16.772	18.196	19.748	21.430	23.145	24.997
	12	10.644	11.082	11.483	12.098	12.415	13.335	14.436	15.662	16.993	18.440	20.020	21.730	23.469	25.347
	13	10.787	11.227	11.628	12.253	12.576	13.500	14.615	15.862	17.214	18.685	20.292	22.031	23.794	25.698
	14	10.933	11.370	11.773	12.408	12.736	13.666	14.795	16.061	17.435	18.930	20.562	22.332	24.119	26.049
	15	11.077	11.514	11.916	12.563	12.896	13.831	14.976	16.259	17.656	19.173	20.834	22.633	24.444	26.400
	16	11.221	11.659	12.060	12.717	13.056	13.995	15.156	16.461	17.876	19.420	21.107	22.934	24.769	26.751
	17	11.365	11.802	12.204	12.872	13.216	14.162	15.335	16.660	18.099	19.665	21.379	23.234	25.093	27.101
	18	11.509	11.948	12.349	13.027	13.378	14.326	15.516	16.859	18.320	19.909	21.651	23.533	25.416	27.450
	19	11.654	12.092	12.492	13.182	13.538	14.491	15.697	17.059	18.539	20.154	21.921	23.836	25.743	27.803
	20	11.797	12.236	12.637	13.337	13.698	14.656	15.877	17.257	18.762	20.398	22.193	24.137	26.068	28.154
	21	11.942	12.380	12.781	13.492	13.858	14.822	16.056	17.457	18.982	20.644	22.465	24.437	26.392	28.504
	22	12.087	12.524	12.925	13.647	14.018	14.986	16.235	17.657	19.204	20.887	22.738	24.738	26.718	28.856
	23	12.231	12.669	13.070	13.802	14.178	15.150	16.417	17.856	19.425	21.133	23.008	25.038	27.042	29.206
	24	12.375	12.812	13.214	13.958	14.338	15.315	16.597	18.056	19.646	21.378	23.281	25.340	27.368	29.558
Grid End Point	25	12.519	12.958	13.358	14.113	14.499	15.481	16.777	18.254	19.865	21.623	23.552	25.641	27.693	29.909

* Full years of seniority as of June 30, 2001

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES SENIORITY-BASED TRANSACTION GRID**Effective May 18, 2003 for Specific Transactions Only**

Grid Point		27	28	1	2	3	4	5	6	7	8	9	10	11	12	13
Minimum	0	9.054	9.770	10.567	11.431	12.367	13.383	14.481	15.670	16.960	18.353	19.849	21.463	23.110	24.881	26.788
	1	9.099	9.819	10.620	11.488	12.429	13.450	14.553	15.748	17.044	18.444	19.948	21.570	23.225	25.005	26.921
	2	9.438	10.185	11.016	11.917	12.892	13.952	15.095	16.335	17.680	19.131	20.691	22.373	24.090	25.936	27.924
	3	9.628	10.389	11.237	12.156	13.151	14.230	15.397	16.662	18.034	19.515	21.105	22.822	24.573	26.456	28.484
	4	9.728	10.504	11.523	12.465	13.577	14.681	15.869	17.156	18.528	20.014	21.686	23.312	25.078	26.692	28.712
	5	9.826	10.614	11.654	12.606	13.762	14.875	16.074	17.372	18.750	20.241	21.915	23.548	25.323	26.947	28.976
	6	9.923	10.723	11.786	12.750	13.945	15.070	16.282	17.590	18.974	20.470	22.147	23.784	25.570	27.203	29.243
	7	10.020	10.831	11.918	12.893	14.129	15.266	16.487	17.807	19.196	20.697	22.376	24.019	25.817	27.456	29.510
	8	10.119	10.939	12.048	13.035	14.312	15.460	16.691	18.024	19.419	20.926	22.607	24.253	26.063	27.711	29.772
	9	10.216	11.048	12.179	13.177	14.498	15.654	16.899	18.241	19.640	21.152	22.837	24.490	26.310	27.966	30.039
	10	10.313	11.155	12.311	13.320	14.682	15.850	17.104	18.457	19.862	21.382	23.066	24.724	26.556	28.222	30.305
* Years	11	10.412	11.264	12.443	13.462	14.866	16.045	17.309	18.674	20.085	21.607	23.298	24.961	26.802	28.475	30.571
	12	10.508	11.372	12.575	13.604	15.048	16.238	17.516	18.891	20.308	21.837	23.526	25.197	27.049	28.730	30.837
	13	10.605	11.481	12.705	13.747	15.233	16.435	17.721	19.109	20.530	22.063	23.757	25.432	27.295	28.985	31.101
	14	10.704	11.588	12.838	13.888	15.418	16.630	17.929	19.324	20.752	22.292	23.986	25.667	27.541	29.241	31.367
	15	10.801	11.697	12.969	14.030	15.601	16.824	18.134	19.541	20.974	22.518	24.217	25.902	27.789	29.496	31.632
	16	10.899	11.806	13.101	14.173	15.786	17.020	18.340	19.757	21.196	22.748	24.448	26.138	28.034	29.748	31.897
	17	10.995	11.913	13.231	14.315	15.969	17.215	18.547	19.974	21.419	22.977	24.676	26.374	28.280	30.005	32.164
	18	11.093	12.023	13.363	14.458	16.154	17.409	18.751	20.191	21.642	23.203	24.908	26.610	28.527	30.260	32.429
	19	11.192	12.132	13.494	14.601	16.337	17.605	18.957	20.409	21.865	23.431	25.136	26.845	28.774	30.513	32.694
	20	11.289	12.240	13.627	14.743	16.522	17.800	19.163	20.626	22.087	23.659	25.368	27.080	29.021	30.768	32.959
	21	11.387	12.348	13.758	14.886	16.705	17.995	19.369	20.843	22.308	23.888	25.597	27.316	29.267	31.024	33.225
	22	11.484	12.457	13.888	15.028	16.891	18.190	19.575	21.060	22.532	24.114	25.827	27.550	29.515	31.278	33.492

* Full years of seniority as of June 30, 2001

Appendix 2

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT SENIORITY - BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

Grid Point		6	7	8	9	10	11	12	13	14	15
Minimum	0	8.659	9.481	10.233	11.068	11.971	12.953	14.017	15.166	16.409	17.754
	1	8.952	9.575	10.334	11.178	12.090	13.081	14.156	15.316	16.571	17.930
	2	9.073	9.623	10.385	11.234	12.150	13.146	14.226	15.392	16.654	18.019
	3	9.194	9.953	10.717	11.554	12.461	13.429	14.478	15.605	16.867	18.232
	4	9.314	10.079	10.847	11.689	12.601	13.572	14.625	15.756	17.019	18.384
	5	9.435	10.207	10.978	11.823	12.738	13.715	14.773	15.909	17.170	18.535
	6	9.556	10.332	11.108	11.959	12.877	13.858	14.920	16.060	17.322	18.687
	7	9.677	10.459	11.240	12.094	13.017	14.001	15.068	16.212	17.473	18.838
	8	9.798	10.585	11.370	12.228	13.155	14.145	15.215	16.363	17.625	18.990
	9	9.919	10.712	11.501	12.363	13.295	14.288	15.363	16.515	17.776	19.141
	10	10.040	10.839	11.632	12.499	13.434	14.431	15.510	16.666	17.928	19.293
* Years	11	10.160	10.965	11.762	12.632	13.573	14.574	15.656	16.818	18.079	19.444
	12	10.281	11.092	11.893	12.767	13.712	14.717	15.804	16.969	18.230	19.596
	13	10.402	11.217	12.023	12.902	13.851	14.861	15.951	17.121	18.382	19.747
	14	10.523	11.345	12.154	13.037	13.990	15.004	16.099	17.272	18.533	19.899
	15	10.644	11.471	12.285	13.172	14.130	15.147	16.246	17.424	18.685	20.051
	16	10.765	11.598	12.416	13.307	14.268	15.290	16.394	17.575	18.836	20.203
	17	10.885	11.724	12.546	13.442	14.407	15.433	16.541	17.727	18.988	20.354
	18	11.006	11.852	12.678	13.577	14.547	15.577	16.688	17.878	19.139	20.506
	19	11.127	11.978	12.808	13.712	14.685	15.720	16.836	18.029	19.292	20.657
	20	11.248	12.104	12.938	13.847	14.824	15.863	16.982	18.181	19.443	20.807
	21		12.230	13.069	13.982	14.963	16.006	17.130	18.332	19.595	20.959
Grid Endpoint	22		12.357	13.200	14.116	15.102	16.149	17.277	18.484	19.746	21.110

* Full years of seniority as of June 30, 2002

Appendix 2

PAY SCHEDULE 03: BLUE COLLAR & NON-BUILDING TRADES SENIORITY-BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

	Grid Point	3	4	5	6	7	8	9	10	11	12	13	14	15
Minimum	0	8.035	8.438	8.815	9.169	9.557	10.057	10.673	11.546	12.491	13.517	14.626	15.825	17.124
	1	8.115	8.522	8.902	9.260	9.652	10.157	10.779	11.660	12.615	13.651	14.771	15.982	17.294
	2	8.155	8.564	8.946	9.306	9.700	10.208	10.833	11.718	12.678	13.719	14.845	16.061	17.379
	3	8.460	8.884	9.280	9.653	10.061	10.588	11.237	12.156	13.150	14.232	15.397	16.624	17.951
	4	8.630	9.062	9.465	9.847	10.264	10.800	11.462	12.400	13.415	14.515	15.705	16.932	18.260
	5	8.870	9.360	9.740	10.190	10.598	11.139	11.799	12.716	13.708	14.777	15.961	17.187	18.515
	6	8.991	9.503	9.882	10.337	10.746	11.286	11.946	12.869	13.871	14.947	16.142	17.369	18.696
	7	9.111	9.644	10.024	10.483	10.892	11.432	12.093	13.021	14.035	15.115	16.323	17.549	18.876
	8	9.231	9.785	10.166	10.629	11.040	11.581	12.239	13.173	14.198	15.285	16.502	17.728	19.054
	9	9.351	9.927	10.309	10.775	11.188	11.727	12.387	13.327	14.362	15.452	16.682	17.908	19.235
	10	9.469	10.068	10.449	10.921	11.335	11.874	12.533	13.479	14.524	15.622	16.861	18.088	19.414
* Years	11	9.591	10.211	10.591	11.067	11.482	12.021	12.681	13.632	14.690	15.791	17.041	18.268	19.595
	12	9.711	10.351	10.733	11.212	11.628	12.169	12.829	13.783	14.853	15.959	17.221	18.447	19.773
	13	9.830	10.493	10.875	11.359	11.776	12.315	12.976	13.938	15.016	16.128	17.401	18.627	19.954
	14	9.951	10.636	11.016	11.505	11.922	12.462	13.123	14.090	15.180	16.298	17.580	18.806	20.133
	15	10.069	10.777	11.158	11.652	12.070	12.610	13.270	14.243	15.342	16.467	17.760	18.987	20.314
	16	10.189	10.919	11.300	11.798	12.217	12.758	13.418	14.396	15.507	16.637	17.941	19.167	20.493
	17	10.311	11.060	11.442	11.944	12.365	12.905	13.563	14.548	15.670	16.805	18.120	19.346	20.673
	18	10.430	11.202	11.584	12.090	12.512	13.051	13.711	14.700	15.833	16.973	18.299	19.525	20.852
	19	10.550	11.345	11.725	12.235	12.659	13.199	13.859	14.853	15.997	17.143	18.480	19.706	21.033
	20	10.669	11.486	11.867	12.382	12.806	13.345	14.005	15.006	16.160	17.311	18.659	19.886	21.212
	21	10.788	11.627	12.009	12.527	12.952	13.492	14.153	15.159	16.325	17.479	18.839	20.065	21.392
	22	10.909	11.769	12.149	12.674	13.100	13.640	14.300	15.310	16.488	17.650	19.018	20.244	21.571
	23	11.030	11.911	12.291	12.820	13.247	13.786	14.448	15.464	16.651	17.818	19.199	20.425	21.752
	24	11.149	12.053	12.433	12.965	13.393	13.935	14.594	15.616	16.815	17.987	19.379	20.607	21.932

*Full years of seniority as of June 30, 2002.

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY SENIORITY-BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

		Officer Ranges												
	Grid Point	7	8	9	10	11	12	13	14	15	16	30	31	32
Minimum	0	9.099	9.819	10.620	11.488	12.429	13.450	14.553	15.748	17.044	18.238	11.488	11.488	12.638
	1	9.189	9.916	10.725	11.602	12.552	13.583	14.697	15.904	17.213	18.419	11.602	11.602	12.763
	2	9.281	10.016	10.833	11.718	12.678	13.719	14.845	16.063	17.385	18.603	11.718	14.089	15.498
	3	9.627	10.389	11.237	12.156	13.150	14.232	15.397	16.662	18.034	19.297	12.156	14.371	15.808
	4	9.821	10.597	11.462	12.400	13.415	14.515	15.705	16.996	18.395	19.683	12.400	14.515	15.967
	5	10.196	10.970	11.818	12.902	13.872	14.919	16.021	17.325	18.476	19.769	12.902	14.919	16.412
	6	10.502	11.263	12.104	13.253	14.146	15.249	16.259	17.554	18.614	19.918	13.253	15.249	16.774
	7	10.823	11.570	12.387	13.525	14.597	15.567	16.498	17.793	18.851	20.171	13.525	15.567	17.123
	8	10.957	11.741	12.568	13.705	14.777	15.748	16.677	17.974	19.042	20.375	13.705	15.748	17.324
	9	11.093	11.911	12.750	13.896	14.969	15.931	16.860	18.154	19.221	20.568	13.896	15.931	17.525
* Years	10	11.230	12.082	12.933	14.076	15.156	16.111	17.043	18.334	19.401	20.760	14.076	16.111	17.723
	11	11.366	12.250	13.115	14.258	15.355	16.293	17.225	18.528	19.594	20.966	14.258	16.293	17.922
	12	11.503	12.421	13.295	14.439	15.545	16.476	17.406	18.709	19.772	21.156	14.439	16.476	18.124
	13	11.638	12.592	13.477	14.619	15.737	16.656	17.586	18.890	19.953	21.350	14.619	16.656	18.322
	14	11.775	12.764	13.660	14.823	15.931	16.838	17.769	19.069	20.132	21.542	14.823	16.838	18.522
	15	11.921	12.933	13.841	15.014	16.121	17.019	17.951	19.250	20.301	21.722	15.014	17.019	18.721
	16	12.070	13.103	14.023	15.206	16.302	17.201	18.132	19.442	20.505	21.941	15.206	17.201	18.921
	17	12.217	13.273	14.203	15.398	16.483	17.382	18.315	19.623	20.683	22.131	15.398	17.382	19.121
	18	12.366	13.444	14.386	15.580	16.663	17.565	18.496	19.804	20.863	22.323	15.580	17.565	19.321
	19	12.513	13.613	14.568	15.784	16.845	17.746	18.678	19.982	21.043	22.517	15.784	17.746	19.521
Grid Endpoint	20	12.661	13.783	14.750	15.976	17.036	17.926	18.860	20.165	21.223	22.709	15.976	17.926	19.719
	21	12.808	13.977	14.930	16.166	17.217	18.110	19.040	20.346	21.413	22.913	16.166	18.110	19.921
	22	12.954	14.169	15.112	16.359	17.398	18.291	19.221	20.538	21.604	23.117	16.359	18.291	20.121

* Full years of seniority as of June 30, 2002

Appendix 2

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY SENIORITY-BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

		Officer Ranges											
		**										**	
	<u>Grid Point</u>	7	8	9	10	11	12	13	14	15	16	31	32
Minimum	0	9.099	9.819	10.620	11.488	12.429	13.450	14.553	15.748	17.044	18.238	12.500	13.125
	1	9.189	9.916	10.725	11.602	12.552	13.583	14.697	15.904	17.213	18.419	12.500	13.125
	2	9.281	10.016	10.833	11.718	12.678	13.719	14.845	16.063	17.385	18.603	14.300	15.730
	3	9.627	10.389	11.237	12.156	13.150	14.232	15.397	16.662	18.034	19.297	14.851	16.288
	4	9.821	10.597	11.462	12.400	13.415	14.515	15.705	16.996	18.395	19.683	14.995	16.447
	5	10.196	10.970	11.818	12.902	13.872	14.919	16.021	17.325	18.476	19.769	15.399	16.892
	6	10.502	11.263	12.104	13.253	14.146	15.249	16.259	17.554	18.614	19.918	15.729	17.254
	7	10.823	11.570	12.387	13.525	14.597	15.567	16.498	17.793	18.851	20.171	16.047	17.603
	8	10.957	11.741	12.568	13.705	14.777	15.748	16.677	17.974	19.042	20.375	16.228	17.804
	9	11.093	11.911	12.750	13.896	14.969	15.931	16.860	18.154	19.221	20.568	16.411	18.005
	10	11.230	12.082	12.933	14.076	15.156	16.111	17.043	18.334	19.401	20.760	16.591	18.203
* Years	11	11.366	12.250	13.115	14.258	15.355	16.293	17.225	18.528	19.594	20.966	16.773	18.402
	12	11.503	12.421	13.295	14.439	15.545	16.476	17.406	18.709	19.772	21.156	16.956	18.604
	13	11.638	12.592	13.477	14.619	15.737	16.656	17.586	18.890	19.953	21.350	17.136	18.802
	14	11.775	12.764	13.660	14.823	15.931	16.838	17.769	19.069	20.132	21.542	17.318	19.002
	15	11.921	12.933	13.841	15.014	16.121	17.019	17.951	19.250	20.301	21.722	17.499	19.201
	16	12.070	13.103	14.023	15.206	16.302	17.201	18.132	19.442	20.505	21.941	17.681	19.401
	17	12.217	13.273	14.203	15.398	16.483	17.382	18.315	19.623	20.683	22.131	17.862	19.601
	18	12.366	13.444	14.386	15.580	16.663	17.565	18.496	19.804	20.863	22.323	18.045	19.801
	19	12.513	13.613	14.568	15.784	16.845	17.746	18.678	19.982	21.043	22.517	18.226	20.001
	20	12.661	13.783	14.750	15.976	17.036	17.926	18.860	20.165	21.223	22.709	18.406	20.199
	21	12.808	13.977	14.930	16.166	17.217	18.110	19.040	20.346	21.413	22.913	18.590	20.401
Grid Endpoint	22	12.954	14.169	15.112	16.359	17.398	18.291	19.221	20.538	21.604	23.117	18.771	20.601

* Full years of seniority as of June 30, 2002

** Time in classification series is considered for second year of seniority placement in PR 05-31 & 05-32.

Appendix 2

PAY SCHEDULE 06: TECHNICAL SENIORITY-BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

Grid Point	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Minimum	0	8.815	9.169	9.557	10.057	10.258	11.096	12.006	12.992	14.058	15.213	16.463	17.818	19.284	20.872
	1	8.902	9.260	9.652	10.157	10.360	11.206	12.125	13.121	14.197	15.364	16.626	17.994	19.475	21.079
	2	8.946	9.306	9.700	10.208	10.412	11.262	12.185	13.186	14.267	15.440	16.709	18.084	19.572	21.184
	3	9.280	9.653	10.061	10.588	10.799	11.682	12.639	13.678	14.799	16.017	17.331	18.758	20.260	21.881
	4	9.465	9.847	10.264	10.800	11.016	11.916	12.892	13.952	15.094	16.337	17.679	19.135	20.666	22.319
	5	9.679	10.127	10.537	11.076	11.356	12.256	13.256	14.348	15.528	16.812	18.201	19.710	21.287	22.990
	6	9.827	10.274	10.683	11.235	11.519	12.424	13.440	14.552	15.755	17.062	18.481	20.017	21.618	23.348
	7	9.973	10.422	10.832	11.391	11.683	12.593	13.623	14.756	15.980	17.310	18.758	20.323	21.949	23.705
	8	10.122	10.568	10.979	11.550	11.846	12.763	13.808	14.958	16.205	17.561	19.036	20.631	22.282	24.065
	9	10.269	10.715	11.126	11.707	12.011	12.930	13.991	15.163	16.432	17.810	19.312	20.938	22.614	24.423
	10	10.417	10.862	11.273	11.867	12.174	13.099	14.174	15.366	16.657	18.060	19.590	21.244	22.944	24.780
* Years	11	10.563	11.009	11.419	12.024	12.337	13.267	14.358	15.570	16.880	18.308	19.866	21.552	23.277	25.139
	12	10.709	11.157	11.567	12.182	12.501	13.436	14.542	15.773	17.108	18.560	20.143	21.859	23.608	25.497
	13	10.857	11.304	11.713	12.340	12.664	13.602	14.725	15.976	17.333	18.809	20.421	22.165	23.939	25.854
	14	11.003	11.452	11.861	12.499	12.828	13.770	14.908	16.180	17.559	19.059	20.698	22.472	24.270	26.212
	15	11.152	11.598	12.009	12.657	12.991	13.940	15.091	16.383	17.784	19.309	20.974	22.779	24.602	26.570
	16	11.299	11.745	12.155	12.815	13.154	14.108	15.276	16.585	18.010	19.557	21.251	23.086	24.933	26.928
	17	11.446	11.893	12.302	12.972	13.318	14.275	15.460	16.791	18.234	19.809	21.530	23.393	25.265	27.287
	18	11.593	12.039	12.449	13.130	13.481	14.446	15.642	16.994	18.461	20.059	21.807	23.699	25.595	27.644
	19	11.740	12.187	12.596	13.288	13.646	14.613	15.827	17.197	18.687	20.308	22.085	24.004	25.925	27.999
	20	11.888	12.334	12.742	13.446	13.809	14.781	16.011	17.401	18.910	20.558	22.360	24.313	26.258	28.360
	21	12.033	12.481	12.890	13.604	13.972	14.950	16.195	17.603	19.138	20.806	22.637	24.620	26.590	28.718
	22	12.181	12.628	13.037	13.762	14.136	15.119	16.378	17.807	19.362	21.057	22.915	24.926	26.920	29.075
	23	12.329	12.775	13.184	13.920	14.299	15.286	16.560	18.011	19.589	21.305	23.193	25.233	27.253	29.434
	24	12.476	12.923	13.332	14.079	14.462	15.453	16.746	18.214	19.814	21.556	23.469	25.539	27.583	29.791
Grid End Point	25	12.623	13.069	13.479	14.238	14.625	15.622	16.929	18.418	20.039	21.806	23.747	25.847	27.916	30.150

* Years of Seniority as of June 30, 2002

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES SENIORITY-BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

Grid Point	27	28	1	2	3	4	5	6	7	8	9	10	11	12	13
Minimum 0	9.145	9.868	10.673	11.546	12.491	13.517	14.626	15.827	17.130	18.537	20.048	21.678	23.342	25.130	27.056
1	9.236	9.966	10.779	11.660	12.615	13.651	14.771	15.984	17.300	18.721	20.246	21.893	23.573	25.379	27.324
2	9.281	10.016	10.833	11.718	12.678	13.719	14.845	16.063	17.385	18.813	20.347	22.002	23.690	25.506	27.460
3	9.627	10.389	11.237	12.156	13.150	14.232	15.397	16.662	18.034	19.514	21.105	22.821	24.572	26.455	28.483
4	9.821	10.597	11.462	12.400	13.415	14.515	15.705	16.996	18.395	19.906	21.528	23.279	25.065	26.986	29.054
5	9.923	10.715	11.754	12.715	13.849	14.975	16.187	17.500	18.899	20.415	22.120	23.779	25.580	27.226	29.287
6	10.023	10.827	11.888	12.859	14.038	15.173	16.396	17.720	19.125	20.646	22.354	24.019	25.830	27.486	29.556
7	10.122	10.938	12.022	13.005	14.224	15.372	16.608	17.942	19.354	20.880	22.590	24.260	26.082	27.748	29.828
8	10.221	11.048	12.157	13.151	14.412	15.572	16.817	18.164	19.580	21.111	22.824	24.500	26.334	28.006	30.101
9	10.322	11.158	12.289	13.296	14.599	15.770	17.025	18.385	19.808	21.345	23.060	24.739	26.585	28.266	30.368
10	10.421	11.269	12.423	13.441	14.788	15.968	17.237	18.606	20.033	21.576	23.294	24.980	26.837	28.526	30.640
* Years 11	10.520	11.379	12.558	13.587	14.976	16.167	17.447	18.827	20.260	21.810	23.528	25.219	27.088	28.787	30.912
12	10.621	11.490	12.692	13.732	15.164	16.366	17.656	19.048	20.487	22.040	23.764	25.461	27.339	29.045	31.183
13	10.719	11.600	12.827	13.877	15.349	16.563	17.867	19.269	20.715	22.274	23.997	25.701	27.590	29.305	31.454
14	10.818	11.711	12.960	14.022	15.538	16.764	18.076	19.492	20.941	22.505	24.233	25.941	27.841	29.565	31.724
15	10.919	11.820	13.095	14.166	15.727	16.963	18.288	19.711	21.168	22.738	24.466	26.181	28.092	29.826	31.995
16	11.018	11.931	13.229	14.311	15.914	17.161	18.497	19.932	21.394	22.969	24.702	26.421	28.345	30.086	32.265
17	11.117	12.043	13.364	14.457	16.102	17.361	18.707	20.153	21.620	23.203	24.937	26.661	28.595	30.343	32.535
18	11.215	12.152	13.496	14.602	16.289	17.560	18.918	20.374	21.848	23.437	25.170	26.902	28.846	30.606	32.808
19	11.315	12.264	13.631	14.748	16.478	17.758	19.127	20.595	22.075	23.668	25.407	27.143	29.098	30.866	33.078
20	11.416	12.375	13.764	14.894	16.664	17.958	19.337	20.818	22.303	23.900	25.639	27.382	29.350	31.124	33.348
21	11.515	12.485	13.900	15.038	16.853	18.156	19.547	21.039	22.529	24.133	25.876	27.622	29.602	31.384	33.619
22	11.615	12.595	14.034	15.184	17.040	18.355	19.757	21.260	22.755	24.366	26.109	27.863	29.853	31.645	33.890

* Full years of seniority as of June 30, 2002

Appendix 2

PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID

Effective May 18, 2003 for Specific Transactions Only

	36-09	36-10	36-11	36-12	36-13	36-14
Grid Point						
0	10.673	11.546	12.491	13.517	14.626	15.827
1	10.779	11.660	12.615	13.651	14.771	15.984
2	10.833	11.718	12.678	13.719	14.845	16.063
3	11.237	12.156	13.150	14.232	15.397	16.662
4	11.462	12.400	13.415	14.515	15.705	16.996
5	11.818	12.891	13.863	14.902	15.996	17.292
6	12.098	13.237	14.132	15.225	16.231	17.516
7	12.378	13.517	14.578	15.538	16.466	17.750
8	12.566	13.695	14.757	15.718	16.756	17.940
9	12.744	13.885	14.947	15.940	16.978	18.118
10	13.107	14.064	15.135	16.108	17.157	18.296
* Years						
11	13.293	14.452	15.562	16.514	17.458	18.780
12	13.476	14.634	15.757	16.699	17.643	18.962
13	13.660	14.816	15.950	16.880	17.827	19.146
14	13.846	15.024	16.146	17.068	18.010	19.328
15	14.029	15.218	16.340	17.251	18.194	19.511
16	14.211	15.412	16.523	17.434	18.378	19.707
17	14.398	15.609	16.706	17.620	18.563	19.890
18	14.581	15.791	16.890	17.803	18.746	20.073
19	14.765	15.997	17.074	17.987	18.931	20.255
20	14.950	16.193	17.267	18.172	19.114	20.439
21	15.133	16.388	17.451	18.355	19.299	20.623
22	15.317	16.580	17.634	18.540	19.484	20.818

* Full years of seniority as of June 30, 2002

PAY SCHEDULE 36: Law Enforcement Seniority-Based Transaction Grid**Effective May 18, 2003 for Specific Transactions Only**

Seniority (1)	Range 40	Seniority (1)	Range 41	Seniority (1)	Range 42*
0	16.380	0	18.380	0	14.426
1	16.702	1	18.742	1	15.228
2	16.866	2	18.927	2	15.228
3	16.983	3	20.489	3	16.030
4	16.983	4	21.920	4	16.030
5	18.284	5	23.403	5	16.832
6	18.284			6	16.832
7	19.535			7	17.634
8	19.535			8	17.634
9	20.786			9	18.436
10	20.836			10	18.436
11	22.713			11	20.000

***Police Communication Operators grid effective December 29, 2002.**

(1) Full years of seniority as of June 30, 2002.

Appendix 3

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT SENIORITY - BASED TRANSACTION GRID**May 18, 2003 through June 30, 2003.**

Grid Point	7	8	9	10	11	12	13	14	15
Minimum 0	9.719	10.489	11.345	12.271	13.277	14.368	15.546	16.820	18.198 0
1	9.815	10.593	11.458	12.393	13.409	14.510	15.699	16.986	18.379 1
2	9.864	10.645	11.515	12.454	13.475	14.582	15.777	17.071	18.470 2
3	10.202	10.985	11.843	12.773	13.765	14.840	15.996	17.289	18.688 3
4	10.331	11.119	11.982	12.917	13.912	14.991	16.150	17.445	18.844 4
5	10.463	11.253	12.119	13.057	14.058	15.143	16.307	17.600	18.999 5
6	10.591	11.386	12.258	13.199	14.205	15.293	16.462	17.756	19.155 6
7	10.721	11.521	12.397	13.343	14.352	15.445	16.618	17.910	19.309 7
8	10.850	11.655	12.534	13.484	14.499	15.596	16.773	18.066	19.465 8
9	10.980	11.789	12.673	13.628	14.646	15.748	16.928	18.221	19.620 9
10	11.110	11.923	12.812	13.770	14.792	15.898	17.083	18.377	19.776 10
* Years 11	11.240	12.057	12.948	13.913	14.939	16.048	17.239	18.531	19.931 11
12	11.370	12.191	13.087	14.055	15.085	16.200	17.394	18.686	20.086 12
13	11.498	12.324	13.225	14.198	15.233	16.350	17.550	18.842	20.241 13
14	11.629	12.458	13.363	14.340	15.380	16.502	17.704	18.997	20.397 14
15	11.758	12.593	13.502	14.484	15.526	16.653	17.860	19.153	20.553 15
16	11.888	12.727	13.640	14.625	15.673	16.804	18.015	19.307	20.709 16
17	12.018	12.860	13.779	14.768	15.819	16.955	18.171	19.463	20.863 17
18	12.149	12.995	13.917	14.911	15.967	17.106	18.325	19.618	21.019 18
19	12.278	13.129	14.055	15.053	16.113	17.257	18.480	19.775	21.174 19
20	12.407	13.262	14.194	15.195	16.260	17.407	18.636	19.930	21.328 20
21	12.536	13.396	14.332	15.338	16.407	17.559	18.791	20.085	21.483
Grid Endpoint 22	12.666	13.530	14.469	15.480	16.553	17.709	18.947	20.240	21.638

* Full years of seniority as of June 30, 2002

Appendix 3

PAY SCHEDULE 03: BLUE COLLAR & NON-BUILDING TRADES SENIORITY-BASED TRANSACTION GRID

May 18, 2003 through June 30, 2003.

	Grid Point	6	7	8	9	10	11	12	13	14	15
Minimum	0	9.399	9.796	10.309	10.940	11.835	12.804	13.855	14.992	16.221	17.553
	1	9.492	9.894	10.411	11.049	11.952	12.931	13.993	15.141	16.382	17.727
	2	9.539	9.943	10.464	11.104	12.011	12.995	14.062	15.217	16.463	17.814
	3	9.895	10.313	10.853	11.518	12.460	13.479	14.588	15.782	17.040	18.400
	4	10.094	10.521	11.070	11.749	12.710	13.751	14.878	16.098	17.356	18.717
	5	10.445	10.863	11.418	12.094	13.034	14.051	15.147	16.361	17.617	18.978
	6	10.596	11.015	11.569	12.245	13.191	14.218	15.321	16.546	17.804	19.164
	7	10.746	11.165	11.718	12.396	13.347	14.386	15.493	16.732	17.988	19.348
	8	10.895	11.316	11.871	12.545	13.503	14.553	15.668	16.915	18.172	19.531
	9	11.045	11.468	12.021	12.697	13.661	14.722	15.839	17.100	18.356	19.716
	10	11.195	11.619	12.171	12.847	13.816	14.888	16.013	17.283	18.541	19.900
* Years	11	11.344	11.770	12.322	12.999	13.973	15.058	16.186	17.468	18.725	20.085
	12	11.493	11.919	12.474	13.150	14.128	15.225	16.358	17.652	18.909	20.268
	13	11.643	12.071	12.623	13.301	14.287	15.392	16.532	17.837	19.093	20.453
	14	11.793	12.221	12.774	13.452	14.443	15.560	16.706	18.020	19.277	20.637
	15	11.944	12.372	12.926	13.602	14.600	15.726	16.879	18.204	19.462	20.822
	16	12.093	12.523	13.077	13.754	14.756	15.895	17.053	18.390	19.647	21.006
	17	12.243	12.675	13.228	13.903	14.912	16.062	17.226	18.573	19.830	21.190
	18	12.393	12.825	13.378	14.054	15.068	16.229	17.398	18.757	20.014	21.374
	19	12.541	12.976	13.529	14.206	15.225	16.397	17.572	18.942	20.199	21.559
	20	12.692	13.127	13.679	14.356	15.382	16.564	17.744	19.126	20.384	21.743
	21	12.841	13.276	13.830	14.507	15.538	16.734	17.916	19.310	20.567	21.927
	22	12.991	13.428	13.981	14.658	15.693	16.901	18.092	19.494	20.751	22.111
	23	13.141	13.579	14.131	14.810	15.851	17.068	18.264	19.679	20.936	22.296
	24	13.290	13.728	14.284	14.959	16.007	17.236	18.437	19.864	21.123	22.481

*Full years of seniority as of June 30, 2002.

Appendix 3

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY SENIORITY-BASED TRANSACTION GRID

May 18, 2003 through June 30, 2003

											**	**	
	Grid Point	7	8	9	10	11	12	13	14	15	16	31	32
Minimum	0	9.327	10.065	10.886	11.776	12.740	13.787	14.917	16.142	17.471	18.694	12.813	13.454
	1	9.419	10.164	10.994	11.893	12.866	13.923	15.065	16.302	17.644	18.880	12.813	13.454
	2	9.514	10.267	11.104	12.011	12.995	14.062	15.217	16.465	17.820	19.069	14.658	16.124
	3	9.868	10.649	11.518	12.460	13.479	14.588	15.782	17.079	18.485	19.780	15.223	16.696
	4	10.067	10.862	11.749	12.710	13.751	14.878	16.098	17.421	18.855	20.176	15.370	16.859
	5	10.451	11.245	12.114	13.225	14.219	15.292	16.422	17.759	18.938	20.264	15.784	17.315
	6	10.765	11.545	12.407	13.585	14.500	15.631	16.666	17.993	19.080	20.416	16.123	17.686
	7	11.094	11.860	12.697	13.864	14.962	15.957	16.911	18.238	19.323	20.676	16.449	18.044
	8	11.231	12.035	12.883	14.048	15.147	16.142	17.094	18.424	19.519	20.885	16.634	18.250
	9	11.371	12.209	13.069	14.244	15.344	16.330	17.282	18.608	19.702	21.083	16.822	18.456
	10	11.511	12.385	13.257	14.428	15.535	16.514	17.470	18.793	19.887	21.279	17.006	18.659
* Years	11	11.651	12.557	13.443	14.615	15.739	16.701	17.656	18.992	20.084	21.491	17.193	18.863
	12	11.791	12.732	13.628	14.800	15.934	16.888	17.842	19.177	20.267	21.685	17.380	19.070
	13	11.929	12.907	13.814	14.985	16.131	17.073	18.026	19.363	20.452	21.884	17.565	19.273
	14	12.070	13.084	14.002	15.194	16.330	17.259	18.214	19.546	20.636	22.081	17.751	19.478
	15	12.220	13.257	14.188	15.390	16.525	17.445	18.400	19.732	20.809	22.266	17.937	19.682
	16	12.372	13.431	14.374	15.587	16.710	17.632	18.586	19.929	21.018	22.490	18.124	19.887
	17	12.523	13.605	14.559	15.783	16.896	17.817	18.773	20.114	21.201	22.685	18.309	20.092
	18	12.676	13.781	14.746	15.970	17.080	18.005	18.959	20.300	21.385	22.882	18.497	20.297
	19	12.826	13.954	14.933	16.179	17.267	18.190	19.145	20.482	21.570	23.080	18.682	20.502
	20	12.978	14.128	15.119	16.376	17.462	18.375	19.332	20.670	21.754	23.277	18.867	20.704
	21	13.129	14.327	15.304	16.571	17.648	18.563	19.516	20.855	21.949	23.486	19.055	20.912
Grid Endp	22	13.278	14.524	15.490	16.768	17.833	18.749	19.702	21.052	22.145	23.695	19.241	21.117

* Full years of seniority as of June 30, 2002

** Time in classification series is considered for second year of seniority placement in PR 05-31 & 05-32.

Appendix 3

PAY SCHEDULE 06: TECHNICAL SENIORITY-BASED TRANSACTION GRID

May 18, 2003 through June 30, 2003

Grid Point	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Minimum	0	9.036	9.399	9.796	10.309	10.515	11.374	12.307	13.317	14.410	15.594	16.875	18.264	19.767	21.394
	1	9.125	9.492	9.894	10.411	10.619	11.487	12.429	13.450	14.552	15.749	17.042	18.444	19.962	21.606
	2	9.170	9.539	9.943	10.464	10.673	11.544	12.490	13.516	14.624	15.826	17.127	18.537	20.062	21.714
	3	9.512	9.895	10.313	10.853	11.069	11.975	12.955	14.020	15.169	16.418	17.765	19.227	20.767	22.429
	4	9.702	10.094	10.521	11.070	11.292	12.214	13.215	14.301	15.472	16.746	18.121	19.614	21.183	22.877
	5	9.921	10.381	10.801	11.353	11.640	12.563	13.588	14.707	15.917	17.233	18.657	20.203	21.820	23.565
	6	10.073	10.531	10.951	11.516	11.807	12.735	13.776	14.916	16.149	17.489	18.944	20.518	22.159	23.932
	7	10.223	10.683	11.103	11.676	11.976	12.908	13.964	15.125	16.380	17.743	19.227	20.832	22.498	24.298
	8	10.376	10.833	11.254	11.839	12.143	13.083	14.154	15.332	16.611	18.001	19.512	21.147	22.840	24.667
	9	10.526	10.983	11.405	12.000	12.312	13.254	14.341	15.543	16.843	18.256	19.795	21.462	23.180	25.034
	10	10.678	11.134	11.555	12.164	12.479	13.427	14.529	15.751	17.074	18.512	20.080	21.776	23.518	25.400
* Years	11	10.828	11.285	11.705	12.325	12.646	13.599	14.717	15.960	17.302	18.766	20.363	22.091	23.859	25.768
	12	10.977	11.436	11.857	12.487	12.814	13.772	14.906	16.168	17.536	19.024	20.647	22.406	24.199	26.135
	13	11.129	11.587	12.006	12.649	12.981	13.943	15.094	16.376	17.767	19.280	20.932	22.720	24.538	26.501
	14	11.279	11.739	12.158	12.812	13.149	14.115	15.281	16.585	17.998	19.536	21.216	23.034	24.877	26.868
	15	11.431	11.888	12.310	12.974	13.316	14.289	15.469	16.793	18.229	19.792	21.499	23.349	25.218	27.235
	16	11.582	12.039	12.459	13.136	13.483	14.461	15.658	17.000	18.461	20.046	21.783	23.664	25.557	27.602
	17	11.733	12.191	12.610	13.297	13.651	14.632	15.847	17.211	18.690	20.305	22.069	23.978	25.897	27.970
	18	11.883	12.340	12.761	13.459	13.819	14.808	16.034	17.419	18.923	20.561	22.353	24.292	26.235	28.336
	19	12.034	12.492	12.911	13.621	13.988	14.979	16.223	17.627	19.155	20.816	22.638	24.605	26.574	28.699
	20	12.186	12.643	13.061	13.783	14.155	15.151	16.412	17.837	19.383	21.072	22.919	24.921	26.915	29.069
	21	12.334	12.794	13.213	13.945	14.322	15.324	16.600	18.044	19.617	21.327	23.203	25.236	27.255	29.436
	22	12.486	12.944	13.363	14.107	14.490	15.497	16.788	18.253	19.847	21.584	23.488	25.550	27.593	29.802
	23	12.638	13.095	13.514	14.268	14.657	15.669	16.974	18.462	20.079	21.838	23.773	25.864	27.935	30.170
	24	12.788	13.247	13.666	14.431	14.824	15.840	17.165	18.670	20.310	22.095	24.056	26.178	28.273	30.536
Grid End Point	25	12.939	13.396	13.816	14.594	14.991	16.013	17.353	18.879	20.540	22.352	24.341	26.494	28.614	30.904

* Years of Seniority as of June 30, 2002

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES SENIORITY-BASED TRANSACTION GRID

May 18, 2003 through June 30, 2003

		27	28	1	2	3	4	5	6	7	8	9	10	11	12	13
Grid Point																
Minimum	0	9.374	10.115	10.940	11.835	12.804	13.855	14.992	16.223	17.559	19.001	20.550	22.220	23.926	25.759	27.733
	1	9.467	10.216	11.049	11.952	12.931	13.993	15.141	16.384	17.733	19.190	20.753	22.441	24.163	26.014	28.008
	2	9.514	10.267	11.104	12.011	12.995	14.062	15.217	16.465	17.820	19.284	20.856	22.553	24.283	26.144	28.147
	3	9.868	10.649	11.518	12.460	13.479	14.588	15.782	17.079	18.485	20.002	21.633	23.392	25.187	27.117	29.196
	4	10.067	10.862	11.749	12.710	13.751	14.878	16.098	17.421	18.855	20.404	22.067	23.861	25.692	27.661	29.781
	5	10.172	10.983	12.048	13.033	14.196	15.350	16.592	17.938	19.372	20.926	22.673	24.374	26.220	27.907	30.020
	6	10.274	11.098	12.186	13.181	14.389	15.553	16.806	18.163	19.604	21.163	22.913	24.620	26.476	28.174	30.295
	7	10.376	11.212	12.323	13.331	14.580	15.757	17.024	18.391	19.838	21.402	23.155	24.867	26.735	28.442	30.574
	8	10.477	11.325	12.461	13.480	14.773	15.962	17.238	18.619	20.070	21.639	23.395	25.113	26.993	28.707	30.854
	9	10.581	11.437	12.597	13.629	14.964	16.165	17.451	18.845	20.304	21.879	23.637	25.358	27.250	28.973	31.128
	10	10.682	11.551	12.734	13.778	15.158	16.368	17.668	19.072	20.534	22.116	23.877	25.605	27.508	29.240	31.406
* Years	11	10.783	11.664	12.872	13.927	15.351	16.572	17.884	19.298	20.767	22.356	24.117	25.850	27.766	29.507	31.685
	12	10.887	11.778	13.010	14.076	15.544	16.776	18.098	19.525	21.000	22.591	24.359	26.098	28.023	29.772	31.963
	13	10.987	11.890	13.148	14.224	15.733	16.978	18.314	19.751	21.233	22.831	24.597	26.344	28.280	30.038	32.241
	14	11.089	12.004	13.284	14.373	15.927	17.184	18.528	19.980	21.465	23.068	24.839	26.590	28.538	30.305	32.518
	15	11.192	12.116	13.423	14.521	16.121	17.388	18.746	20.204	21.698	23.307	25.078	26.836	28.795	30.572	32.795
	16	11.294	12.230	13.560	14.669	16.312	17.591	18.960	20.431	21.929	23.544	25.320	27.082	29.054	30.839	33.072
	17	11.395	12.345	13.699	14.819	16.505	17.796	19.175	20.657	22.161	23.784	25.561	27.328	29.310	31.102	33.349
	18	11.496	12.456	13.834	14.968	16.697	17.999	19.391	20.884	22.395	24.023	25.800	27.575	29.568	31.372	33.629
	19	11.598	12.571	13.972	15.117	16.890	18.202	19.606	21.110	22.627	24.260	26.043	27.822	29.826	31.638	33.905
	20	11.702	12.685	14.109	15.267	17.081	18.407	19.821	21.339	22.861	24.498	26.280	28.067	30.084	31.903	34.182
	21	11.803	12.798	14.248	15.414	17.275	18.610	20.036	21.565	23.093	24.737	26.523	28.313	30.343	32.169	34.460
	22	11.906	12.910	14.385	15.564	17.466	18.814	20.251	21.792	23.324	24.976	26.762	28.560	30.600	32.437	34.738

* Full years of seniority as of June 30, 2002

Appendix 3

PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID**May 18, 2003 through June 30, 2003**

	36-09	36-10	36-11	36-12	36-13	36-14
Grid Point						
0	10.940	11.835	12.804	13.855	14.992	16.223
1	11.049	11.952	12.931	13.993	15.141	16.384
2	11.104	12.011	12.995	14.062	15.217	16.465
3	11.518	12.460	13.479	14.588	15.782	17.079
4	11.749	12.710	13.751	14.878	16.098	17.421
5	12.114	13.214	14.210	15.275	16.396	17.725
6	12.401	13.568	14.486	15.606	16.637	17.954
7	12.688	13.855	14.943	15.927	16.878	18.194
8	12.881	14.038	15.126	16.111	17.175	18.389
9	13.063	14.233	15.321	16.339	17.403	18.571
10	13.435	14.416	15.514	16.511	17.586	18.754
* Years						
11	13.626	14.814	15.952	16.927	17.895	19.250
12	13.813	15.000	16.151	17.117	18.085	19.437
13	14.002	15.187	16.349	17.302	18.273	19.625
14	14.193	15.400	16.550	17.495	18.461	19.812
15	14.380	15.599	16.749	17.683	18.649	19.999
16	14.567	15.798	16.937	17.870	18.838	20.200
17	14.758	16.000	17.124	18.061	19.028	20.388
18	14.946	16.186	17.313	18.249	19.215	20.575
19	15.135	16.397	17.501	18.437	19.405	20.762
20	15.324	16.598	17.699	18.627	19.592	20.950
21	15.512	16.798	17.888	18.814	19.782	21.139
22	15.700	16.995	18.075	19.004	19.972	21.339

*** Full years of seniority as of June 30, 2002**

PAY SCHEDULE 36: Law Enforcement Seniority-Based Transaction Grid**May 18, 2003 through June 30, 2003.**

Seniority (1) Range 40		Seniority (1) Range 41		Seniority (1) Range 42	
0	16.790	0	18.840	0	14.787
1	17.120	1	19.211	1	15.609
2	17.288	2	19.401	2	15.609
3	17.408	3	21.002	3	16.431
4	17.408	4	22.468	4	16.431
5	18.742	5	23.989	5	17.253
6	18.742			6	17.253
7	20.024			7	18.075
8	20.024			8	18.075
9	21.306			9	18.897
10	21.357			10	18.897
11	23.281			11	20.500

(1) Full years of seniority as of June 30, 2002.

Appendix 4

Conservation Warden

Effective May 18, 2003 for Specific Transactions Only (1)		Effective May 18, 2003 for Specific Transactions Only (2)		May 18, 2003 through June 28, 2003. (2)	
0	16.000	0	16.000	0	16.400
1	16.847	1	16.847	1	17.269
2	17.499	2	17.499	2	17.937
3	18.152	3	18.152	3	18.606
4	18.804	4	18.804	4	19.275
5	19.458	5	19.458	5	19.945
6	20.110	6	20.110	6	20.613
7	20.763	7	20.763	7	21.283
8	21.427	8	21.427	8	21.963

(1) Placement based on seniority as of June 30, 2001.

(2) Placement based on seniority as of June 30, 2002.

Safety Specialist Warden, Special Investigative Warden, Environmental Warden

Effective May 18, 2003 for Specific Transactions Only		Effective May 18, 2003 for Specific Transactions Only (2)		May 18, 2003 through June 28, 2003. (2)	
0	17.553	0	17.553	0	17.992
1	18.474	1	18.474	1	18.936
2	19.182	2	19.182	2	19.662
3	19.891	3	19.891	3	20.389
4	20.599	4	20.599	4	21.114
5	21.308	5	21.308	5	21.841
6	22.016	6	22.016	6	22.567
7	22.724	7	22.724	7	23.293
8	23.432	8	23.432	8	24.018

(1) Placement based on seniority as of June 30, 2001.

(2) Placement based on seniority as of June 30, 2002.

PAY SCHEDULE 06-25 Technical Bargaining Unit (Pilots)

**Effective May 18, 2003 for
Specific Transactions
Only.**

**Effective May 18, 2003
through June 28, 2003.**

<u>06-25</u>		<u>06-25</u>	
0	18.695	0	19.163
1	19.391	1	19.876
2	19.991	2	20.491
3	20.591	3	21.106
4	21.190	4	21.720
5	21.790	5	22.335
6	22.389	6	22.949
7	22.988	7	23.563
8	23.588	8	24.178
9	24.188	9	24.793
10	24.787	10	25.407

*** Placement based on
years of seniority as of
June 30, 2002.**

*** Placement based on
years of seniority as of
June 30, 2002.**